



# Population Health Division

## Select Highlights FY 22-23

### Population Health Division Vacancies by Branch

PHD Branch	Sum of funded FTEs (inc. TEMP and attrition)	# of Vacant Positions as of 6/13/23
ARCHES – Applied Research Community Health Epidemiology and Surveillance	39.02	10
Bridge HIV	3.28	-
CDS – Center for Data Science	14.64	10
CHEP – Community Health Equity and Promotion	59.06	14
CLI – Center for Learning and Innovation	4.56	2
CPHR – Center for Public Health Research	1.20	-
DPC – Disease Prevention and Control	126.19	42
EH – Environmental Health	111.38	33
OARE – Office of Anti-Racism and Equity	2.00	1
Ops – Operations	34.47	12
PHEPR – Public Health Emergency Preparedness and Readiness	34.70	9
PHL – Public Health Laboratory	26.05	6
<b>Grand Total</b>	<b>456.55</b>	<b>139</b>

All 139 positions are in the process of being hired, at or beyond the initial submission of Form III. Many thanks to the PHD Hiring Task force and DPH HR team working with us: Daisy Aguallo, Christina Sanz-Rodriguez, Maggie Han, Shonika Kumar, Priscilla Chu, Marise Rodriguez, Mivic Hirose, Julia Dysart-Aragon, Erika Campos, James Galileo, Marielle Saldajeno-Francine, Tiffany Yim Radha Rai, Kimberlee Walden, Brenda Medina, Louise Lee.

## **SELECT PHD BRANCH HIGHLIGHTS**

### **Emergency Medical Services Agency Medical Director**

John Brown, MD, EMSA Medical Director

- 1) All EMSA staff completed 3 diversity, equity, inclusion interactive training sessions this winter with DEM through DHR sponsored and instructed courses.
- 2) EMSA recently promoted two internal EMSA staff into deputy positions (Quality Improvement and Operations).
- 3) EMSA is in the early process of overhauling certifications process and planning to move to electronic system.
- 4) EMSA is sharing EMS data with partners, even daily in some cases, to DPH partners to address overdose events and hospitals to address offload issues.
- 5) EMSA operationalized and developed local optional scope of practice for all paramedics to administer suboxone in the field starting April 1.
- 6) EMSA partnered with DPH PHEPR to teach the newest cadre of Community Paramedics to reach into the community to help overcome disparities in health care resources and overcome obstacles to care.
- 7) EMSA continues to partner with the SFFD and the Mayor's Office of Economic Development on the City EMT program, teaching classes and simulations and which has just recently graduated its 5<sup>th</sup> cadre of EMT's recruited from San Francisco's communities of color.

### **Environmental Health Branch (EHB)**

Patrick Fosdahl, EHB Branch Director

#### **EHB Special Projects**

The Environmental Health Branch partnered with the Department of Public Works, San Francisco Police Department, and the San Francisco Fire Department to create a multi-agency task force to address the growing number of unpermitted street vendors. EHB has had inspectors participating in these task force inspections every week targeting areas like Chinatown, Union Square, the Mission, Port, and special events like Giants games. Enforcement efforts have included education, citations and impounding potentially hazardous foods. In addition, EHB has created a low threshold permit pathway for vendors wanting to operate legally.

The Environmental Health Branch recognized that many businesses owed the city large amounts of money related to unpaid permit fees during the pandemic. There were approximately 1,300 businesses owing around 3 million dollars. These fees are collected by the Tax Collector (TTX) and failure to pay a permit fee result in the permit being revoked. EHB reached out to the Tax Collector's Office to create, for the first time ever, a payment plan option for paying delinquent fees. The TTX agreed and drafted a local ordinance that allowed businesses with delinquent fees to pay them back over a long period of time via a payment plan.

The Civil Grand Jury released a report about potential issues at the Hunters Point Naval Shipyard titled *“Buried Problems and a Buried Process: The Hunters Point Naval Shipyard in a Time of Climate Change.”* The Environmental Health Program was involved in creating responses to several of the Civil Grand Jury’s recommendations and participated in the Board of Supervisor’s hearing on the topic.

### **EHB In Community**

The Chinese Chamber of Commerce reached out to the Environmental Health Branch (EHB) to request an onsite Food Safety Presentation for the community. EHB provided a bilingual food safety presentation covering key food safety principles such as food temperatures, rapid cooling, vermin abatement, and sanitation.

The Environmental Health Branch was invited to have their vector control specialist participate in the January Glen Park Community meeting. EHB was asked to participate because of recent complaints regarding rodents in the neighborhood. The program was able to explain to the residents the difference between the behavior and habitat of roof rats, sewer rats and house mice and provide information on how to prevent them from making homes in the Glen Park neighborhood.

The Environmental Health Branch worked with community-based organizations like Calle 24 and the Mission Merchants Association around the problem of unpermitted food vending in the Mission District. These organizations went out with the inspectors assigned to the unpermitted vending enforcement work. This partnership was a valuable resource for creating educational materials and assisting with creating a low barrier permitting process.

## **Community Health Equity and Promotion Branch (CHEP)**

Patricia Erwin, CHEP Director

### **Health Disparities Program**

- On March 23rd, Michelle Loya-Talamantes and Alice Wong from the Community Health Equity and Promotion (CHEP) Branch, Health Disparities Program, presented at the CDC Health Disparities Grant OT21-2103 Spring Symposium. Their presentation, "Increasing Access and Reducing Barriers between DPH and Community-Based Services: A Community-Based Services Network and Neighborhood-Based Health Team," provided insights into the structure of the neighborhood teams and discussed establishing effective partnerships with CBOs, with a particular focus on the Community Referral Network (CRN) pilot program. The CRN pilot was a six-month pilot program to gather input from 29 CBOs on community resources and the referral process/systems. Additionally, two monthly Community Forum meetings were organized as part of the pilot, with 73 CBOs participating and sharing their resource and referral needs. The valuable information gathered from this pilot will be compiled into a recommendation report.

## Tobacco Free Project

### Cessation Smoking highlights:

- In partnership with SFHN, Southeast Family Health Center, Tobacco-Free Project held two 7 weeks Stop Smoking classes since Jan 2023. Sixteen participants were engaged and 85% of them quit or reduced their tobacco use.
- On average, participants started at 12.8 cigarettes per day and were down to 4.7 per day by the end of the classes, or 8 fewer cigarettes each day. Overall, participants reduced their smoking by 63%!
- The class participation doubled in size from series 1 to series 2 and has prompted program organizers to establish a support group to meet the needs of the community.
- During 22-23 FY TFP delivered 2 trainings to 51 SFHN healthcare providers and staff on supporting their patients and clients
- Distributed 1,154 SF quit kits to engage San Francisco residents in reducing their tobacco use.



Stop Smoking class series #2 graduates.

### Tobacco Free Project's Community Action Model (CAM) program

#### In 22-23 the Community Action Model (CAM) program:

- Funded 2 youth-serving organizations (Bay Area Community Resources {BACR} and Youth Leadership Institute {YLI}); recruited 12 youth and young adults to become "Emerging Community Leaders" (ECLs). The ECLs from YLI completed 11 Key Informant Interviews (KIIs) with stakeholders and decision makers to gather information regarding Smoke-Free Multi-Unit Housing; additionally, BACR ECLs collected 91 surveys to learn from community on the topic of minimum price/pack size/limiting promotions of tobacco products. On May 5<sup>th</sup>, BACR and YLI, in collaboration with LGBTQ Minus Tobacco, reported on the outcomes of their community research and data analysis findings We're excited to see more excellence from our community partners in the future as they continue their journey towards policy/system/environmental changes!

Various photos below from CAM:



**Healthy Eating/Active Living (HEAL) Chronic Disease Prevention Programs**

- **Congratulations to the first cohort of soda tax grantees** - The first cohort of 11 Healthy

Communities Soda Tax-funded organizations are wrapping up 4 years of work. The multiyear funding approach supports organizational stability, increased the effectiveness of Black, Indigenous, People of Color (BIPOC)-led and BIPOC-serving programming, and increased community capacity among BIPOC community members. Additionally, a recent peer reviewed study found a 34% drop in sugary drink consumption among BIPOC communities who are also the most targeted by the industry. Lastly, a new data dashboard with interactive maps and grantee data will



be coming soon to [www.sodatax-SF.org](http://www.sodatax-SF.org).



[https://drive.google.com/file/d/1P8\\_HosF0P\\_8ateUc-bYetV00iXilmO4b/view?usp=sharing](https://drive.google.com/file/d/1P8_HosF0P_8ateUc-bYetV00iXilmO4b/view?usp=sharing)

## Disease Prevention and Control – Communicable Disease Control and Prevention

George Han, CDCP Director

Susannah Graves, TBPC Director, Acting DPC Director

The SFDPH Communicable Disease Prevention Unit (CDPU) organized and taught the Immunization Skills Institute (ISI) workshop at the SF Main Library on May 4<sup>th</sup> - the first ISI since COVID. This half-day, in-person training includes both lectures and hands-on skills stations and is designed primarily for medical assistants (who are responsible for administering most of the vaccines at many clinics but receive little formal immunization training).



Participants learn about vaccine preparation, administration, storage, handling, and documentation and get to practice their new skills. The event was full - attendance is limited to around 20 people to facilitate hands-on practice, and there was a wait list! Attendees included mainly medical assistants and a few nurses, from San Francisco Health Network and Clinic Consortium sites. A representative from CDPH Immunization Branch attended, and CDPU and Adult Immunization & Travel Clinic staff were the instructors. Reviews were very positive and resource permitting, CDPU will seek to hold another session later in 2023 and at least annually thereafter.



## Office of Anti Racism and Equity (OARE)

Veronica Shepard, OARE Director

### New Staff

- **Onboarded 8 new staff** in this fiscal year (HPC 3 Rebeca Flores; HPC 3 Alexis Dailey; HPC 2 Cheryl Jones; Deputy Director – Dr. Paula Jones; HW 4-La Rhonda Reddic; SF Fellow, Julia Kostelnik; Equity Program Planner – Dejanelle Bovell and Health Program Planner, Eric G. Chan—all TEX positions except Eric G. Chan.

### Racial Equity Leads & Champions

- **Recruited & Trained and On-Boarded 18 new Racial Equity Champions** to support the racial equity efforts of each branch as it relates to their Racial Equity A-3's and communication & wellness across the division.

## Juneteenth, 2023

- **PHD Staff Juneteenth Celebration 6/21/23** Co-led with Priscilla Chu the Juneteenth Staff Celebration with the theme “Juneteenth: Our Past, Present & Future, to be held at 101 Grove, Room 300. Staff will learn the history of Juneteenth from community voices and can understand how this celebration impacts the lives of Black/African Americans (B/AA).
- **Juneteenth City-Wide Celebration 6/17-6/18** – In collaboration with CHEP, OHE, CLI, HRC, PHD Staff Engagement, UCSF Center for Community Engagement & UCSF Office of Diversity – a citywide event with a parade on 6/10 and two larger events in the Fillmore and Bayview neighborhoods in SF. “Wellness” will be the focus of our efforts incorporating physical, mental, emotional health resources that we know the B/AA communities have been requesting.

**Dream Keeper Initiative** – Director Veronica Shepard and Dr. Paula Jones co-lead DPH’s participation in the city-wide Dream Keeper Initiative funded by Mayor London Breed to support the health and wellness of the Black/African American community. Working closely with Director Dr. Sheryl Davis and the Human Rights Commission to plan and execute the allocation of funds. Programs launched or expanded as a result of this work around Food Pharmacies, Grocery Vouchers expanded, , Certified Lactation Consultants, Street Violence Prevention, City-wide Drama Response, Life Coaches, Culturally Appropriate Therapists, Urgent Accommodations for B/AA pregnant people, Emergency Financial support for people with HIV/AIDS, and many more. Collaborations with other agencies include HRC, DCYF, OEWD, MOCHD, HSH, Planning, and a plethora of community and faith-based partners city-wide. Additionally, OARE leads the following DKI funded programs:

- Feeding 5000, 2022 & 2023
- Planning RFP for capacity building and infrastructure for organizations providing food and nutrition programming for the priority population.

## Center for Learning & Innovation (CLI)

Jonathan Fuchs, CLI Director

### New Staff

- **Onboarded 4 new staff** in this fiscal year (HIV CBA Manager, Frank Sidders; HIV CBA Coordinator, Sophia Kass; Training Communications Coordinator, Aira Villareal; and Pathways Coordinator, Lorren Dangerfield—all PCS positions.)

### Workforce Development (Recruit, Retain, Sustain, Train)

- Planning: Led the development of **PHD’s new Workforce Development Plan**, required for Public Health reaccreditation, that draws on national survey data (PHWINS) and PHD listening sessions with staff to propose high priority activities to strengthen PHD’s capacity, capabilities, and equity work
- Recruit: Developed and delivered a **novel “Mitigating Bias in Hiring” training** in collaboration with OARE to capacitate equity leads and champions enlisted to staff PHD hiring panels.
- Retain/Sustain: Launched a new monthly, **culturally responsive healing workshop series** that offered Tai Chi, Healing with Drums, Flores y Cantos, etc.
- Train:
  - Launched **new People Development Workshop series** that is responsive to high priority training needs including Lean methods, use of technology tools (e.g., Teams, Microsoft

- Office Applications) and convened a **new PHD Manager Community of Practice** to enhance communication and build skills in this key leadership group.
- Launched the new **Training Resource Information Portal (TRIP) SharePoint site** as a one-stop-shop for PHD to communicate a wide range of professional development opportunities.
  - Deployed 68 community-focused online and blended training to over 6300 learners through **CL's Learning Management System** at [learnsfdph.org](https://learnsfdph.org).

#### **CDC COVID-19 Oral History Project (ELC Grant)**

- **Produced a mini-documentary**, “Heart of Access: the San Francisco fight for COVID-19 Vaccine Equity” in collaboration with All Thrive Education and community partners. The film highlights key lessons learned from our community public health partnership that drove our COVID-19 equity response.

#### **New/Renewal Grant Programs**

- Granted 5-year renewal funding from **NIH/NIDA** to support our **Summer HIV/AIDS Research Program (SHARP)**, which over the past 10 years, has recruited and inspired 57 undergraduates from historically minoritized communities to consider careers in HIV research by participating in an intensive 10-week mentored research experience. Over one-third of participants have worked at DPH, making it one of the most effective PHD pathway programs.

## **Operations Branch**

Daisy Aguallo (Interim), PHD Deputy Director for Operations, People, and Infrastructures

#### **Hiring Taskforce**

Key points:

- Taskforce includes Operations and HR staff collaborating with PHD's hiring managers.
- Utilizing a performance improvement framework.
- Taking inspiration from BHS's hiring process. - Significantly improving the hiring process.

We recognized a pressing need to provide extensive support to our HR team to expedite and streamline the hiring process for PHD positions. With hundreds of vacancies to fill, we realized the importance of adopting a more collaborative and efficient approach to hiring. Thus, we established a dedicated hiring task force within our operations team, leveraging the valuable tools and strategies we acquired during the COVID-19 pandemic. We harnessed these resources to create an internal team that would assist HR in their hiring efforts. To enhance our efficiency, we implemented similar dashboards and tools, optimizing our workflows and establishing standardized practices. Our primary objective is to fill the 120 civil service positions by June 30th, 2023. In the month of June alone, we are on track to onboard 23 new staff members, in addition to the 106 we have already successfully brought on board. This achievement surpasses our target goal, and the total number of onboarded staff will reach 129.

Next, to ensure effective communication and keep our Hiring Managers well-informed about the progress of this hiring process, we have established monthly meetings specifically dedicated to them. These meetings serve as a platform for presenting updates on the four key hiring phases: Pre-Selection (Form iii), Selection (Batch Hire), Post Selection (Request-to-Hire), and DPH/PHD onboarding.

To streamline and expedite the hiring process, we have implemented the use of DocuSign for Form iii and Request-to-Hire (RTH) documents. This digital solution enables efficient and secure handling of the necessary paperwork, reducing administrative burdens and enhancing overall productivity. By incorporating these measures, we strive to ensure that Hiring Managers remain well-informed about the hiring progress, while also leveraging technology to simplify and expedite the necessary documentation processes.

Most recently, to prevent repetitive certificate submissions for each Request to Hire, our Hiring Coordinator takes responsibility for uploading the required certificates on behalf of the Hiring Managers. This proactive step helps expedite the hiring process. However, it is important to note it remains the Hiring Manager's responsibility to stay aware of when their certificate needs to be renewed. Furthermore, as part of our streamlined process, the Hiring Coordinator has taken the additional responsibility of adding the Roster Code on behalf of the Hiring Managers. This step ensures consistency and accuracy in maintaining our records.

In summary, we are making great progress in our hiring efforts. In June alone, we are on track to onboard 23 new staff members, exceeding our target goal of filling 120 civil service positions by June 30th, 2023. With the addition of these 23 hires, our total onboarded staff will reach 129.

### **Grants**

The Grants Team in partnership with CLI secured grant funding to support the development of the workforce and increase capacity of the division's infrastructure through the CDC's Public Health Infrastructure Grant in the amount of \$9.8 million.